

avis budget group

August 28, 2020

Missouri Department of Higher Education and Workforce Development

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And

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To Whom It May Concern:

This letter is notice that Avis Budget Car Rental, LLC and its subsidiaries ("Company") will be extending the furlough period or implementing permanent layoffs for employees who work at

Saint Louis Airport
10482 Natural Bridge Road
St. Louis, MO 63134

Hazelwood
12000 Missouri Bottom Rd
Hazelwood, MO 63042

Kansas City Airport
723 London Dr
Kansas City, MO 64153

There are seven employees currently affected at the following employment sites:

Six will have their Furlough extended indefinitely

| Location: St. Louis, MO | |
|-------------------------|---------------------|
| Position | Number of Positions |
| Manager Account | 1 |

| Location: Hazelwood, MO | |
|-------------------------|---------------------|
| Position | Number of Positions |

| | |
|----------------------------|---|
| Manager Maintenance II | 1 |
| Technician II | 2 |
| Manager Sales Local Market | 1 |

| Location: Kansas City, MO | |
|-----------------------------|---------------------|
| Position | Number of Positions |
| Business Development Leader | 1 |

One will experience a permanently layoff, effective August 28, 2020.

| Location: St. Louis, MO | |
|---------------------------|---------------------|
| Position | Number of Positions |
| Sales Performance Manager | 1 |

Due to the COVID-19 pandemic, these employees were placed on a partial or full furlough in or around April-June 2020. At that time, the Company fully expected these furloughs to last less than six (6) months. Unfortunately, the financial hardship on the Company caused by the pandemic has not improved to the degree we had hoped by this time. Therefore, the Company has made the difficult decision to extend furloughs for some employees and implement layoffs for others at this work location. Furloughs will continue for until further notice. Layoffs will be permanent.

The continued economic hardship resulting from the COVID-19 pandemic and the negative impact of recently issued Travel Advisories on our car rental business were not reasonably foreseeable earlier, preventing us from making this decision and providing you with this notice sooner. Therefore, we are providing you with this notice as soon as was practicable.

There are not bumping rights at this location. The effected employees are not represented by a union.

We are also giving appropriate notice to the affected workers and any unions. Those notices include information about how to contact the State Unemployment Insurance office.